



FINHAM PARK
MULTI ACADEMY TRUST

Gender Pay Gap Report – 2019

Finham Park Multi Academy Trust

Finham Park Multi Academy Trust
Torrington Avenue
Coventry
West Midlands
CV4 9WT

Tel: 024 7641 8135
Fax: 024 7684 0803
Email: executiveheadteacher@finhampark.co.uk
www.finhampark.co.uk

Executive Headteacher: Mark Bailie
Chair of Trustees: Peter Burns MBE JP





FINHAM PARK
MULTI ACADEMY TRUST

Introduction

The Gender pay reporting regulations require employers to carry out six calculations that show the difference between the average earnings of men and women. This data should be published annually and this is the second year of data.

The Equality and Human Rights Commission defines the difference between equal pay and the gender pay gap as follows:

- Equal pay means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010.
- The gender pay gap is a measure of the difference between men's and women's average earnings across an organization or the labour market.

Salaries at Finham Park Multi Academy Trust are determined via national evaluation schemes which evaluates the job and not the postholder. It makes no reference to gender or any other personal characteristics of existing or potential job holders. Therefore, the Trust is confident it is paying the same salary to roles of equal value.

We support the fair treatment of all staff irrespective of gender through our transparent recruitment process, pay and professional development.

The data in this report represents the gender pay gap snapshot for Finham Park Multi Academy Trust as at April 2019.





Gender Pay Report

Finham Park Multi Academy Trust has 439 employees and they are employed in the following staff groups:

Gender	All Staff	Admin & Support	Teaching	Management
Female	304	162	128	14
Male	135	66	61	8
Total	439	228	189	22

The gender pay gap is shown in the following table:

Staff Group	Mean Pay Gap	Median Pay Gap	Lower Quartile (%)		Middle Lower Quartile (%)		Middle Upper Quartile (%)		Upper Quartile (%)	
			Male	Female	Male	Female	Male	Female	Male	Female
All Staff	13.28 % lower for females	19 % lower for females	28%	72%	27%	73%	32%	68%	36%	64%
Admin & Support	4.99 % lower for females	0.5 % lower for females	25%	75%	30%	70%	28%	72%	33%	67%
Teaching	3.90 % lower for females	3.6 % lower for females	28%	72%	30%	70%	38%	62%	33%	67%
Management	29.68 % lower for females	29.7 % lower for females	0%	100%	33%	67%	40%	60%	80%	20%

No bonuses were paid to any member of staff for the reporting period.

We use payscales for all teachers that are aligned to the School Teachers Pay and Conditions document, which is reviewed on an annual basis. For administrative and support staff we use payscales set by the National Joint Council for Local Government Services. Staff move through their pay scales for their grade based on a performance management process, meaning earnings are based on performance outcomes, irrespective of gender.

Mean Rates of Hourly Pay

Group	All Staff	Admin & Support	Teaching	Management
Female	£19.94	£10.31	£29.12	£47.39
Male	£22.99	£10.86	£30.30	£67.40





Median Rates of Hourly Pay

Group	All Staff	Admin & Support	Teaching	Management
Female	£15.19	£9.70	£30.04	£44.07
Male	£18.75	£9.76	£31.15	£62.67

Finham Park Multi Academy Trust operates as an equal opportunities employer, and does not discriminate in any way, as defined by the Equalities Act 2010 and other relevant legislation, regarding recruitment, performance management and employee career development opportunities.

Overall, we have seen an increase in our gender pay gap which is primarily related to our management group. The large differential that exists here has an impact on our overall staff mean and median pay gap. The other two staff groups have a very close pay rate. This is a historic issue relating to existing postholders and turnover in this group is low so it cannot be addressed in the short term. However, we continue to monitor our Gender Pay and actively look to close the gap by:

- Using gender balanced recruitment processes including gender balanced shortlisting and interview panels, standardised appraisal, openly available pay scales and job share will be considered for most roles.
- Gender pay reports are shared at Senior Management meetings and with MAT governors so awareness and commitment exists within the organisation.
- The MAT will continue to review and update recruitment practices and internal development opportunities to ensure the best person is appointed to the role.

Supporting Statement

I can confirm that the above information has been prepared from our payroll data on the snap shot date and fairly represents the Gender Pay Gap information for Finham Park Multi Academy Trust.

Signed:

Executive Headteacher

